

## Golden Years: Dinter Celebrates 50th Anniversary

This year, Dinter Engineering will celebrate a milestone for any small firm: 50 years in business. We are both proud and humbled by this achievement, which started in 1961 with the vision of our founder, Hubert Dinter, and which continues today through the leadership of our Executive Team and our talented and hard-working staff of engineers and support personnel in Reno, Phoenix, and Coeur d'Alene, Idaho. Still, we're down-to-earth enough to chuckle a bit, scratch our heads, and wonder, how did this happen? How does a small company from Reno, Nevada survive the economic roller coaster through ten presidents from Kennedy to Obama and from \$0.31 for a gallon of gas to more than \$4 per gallon? There is no one simple answer. However, we do want to share what we think has been the recipe for Dinter's longevity as an encouragement to you, whatever your calling or field of expertise.

### Ingredient #1: Diversify Your Projects As Well As Your Expertise

We have always worked in many different market sectors. By virtue of our staff and Hubert Dinter's model, we have deeply rooted market positions in Healthcare, Military, Academic, Design-Build, Federal, Civic, Corrections, Water/Waste Water, Industrial, Retail, and others. This diversity of experience and expertise has helped us in times of economic uncertainty.

### Ingredient #2: Work Throughout The Region

In a similar way, Dinter has also been able to diversify regionally as well. Over the last five decades, we've worked in 20 states. This regional approach has provided a larger market for our multi-phased engineering pursuits.

### Ingredient #3: Retaining Staff Through The Years

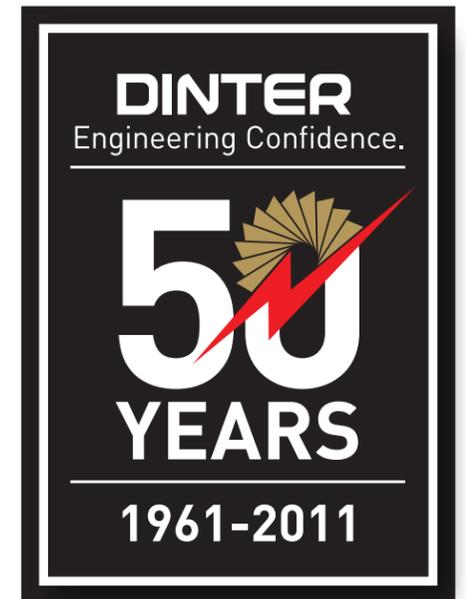
Undoubtedly, maintaining staff members for decades has had a huge positive impact on our longevity. We have employees with 10, 15, 20, 30, and even 35 years of experience with this firm. Last year, three of us celebrated our 15th anniversaries with the firm. This staff longevity gives us great corporate knowledge, corporate pride, and product consistency.

### Ingredient #4: Succession Planning

There is no way to reach 50 without a realistic succession plan. For decades, Dinter has groomed future leaders and put in place succession plans to allow previous owners and managers to retire and leave the company in the hands of their hand-picked and personally trained protégés. Dinter is now in our third generation of leadership and ownership, and we are quite proud of this accomplishment.

### Ingredient #5: Embracing Technology

Decades ago, Dinter experimented with crazy new computer technology that the Navy was requiring on projects. It was called Computer-Aided Drafting. AutoCAD would enable our designs to be input into computers and automatically printed by large pen plotters. This technological advancement would have huge implications for the future. Dinter Engineering jumped in with both feet and has stayed



ahead of the curve ever since. Now we continue to chase technology by performing design in BIM (Revit MEP), utilizing all the latest communication technologies such as Voice Over IP (VOIP), complex multi-office server systems, and the fastest, most powerful computers we can find.

We believe that these five key ingredients will help Dinter Engineering to engineer confidence well into the next generation. However, we've added a few new ingredients to sweeten the mix and to help Dinter span the difficult gap created by a struggling economy. We believe the following will give us strength moving forward. (Cont'd next page)



Reno: 385 Gentry Way | Reno, NV 89502 | 775.826.4044 | dinter.com  
Phoenix: 3770 North 7th St., Suite 150 | Phoenix, AZ 85014 | 602.489.7303  
Coeur d'Alene: 15644 Highway 41 | Rathdrum, ID 83858 | 208.457.2538



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### New Ingredient #1: Branch Offices

We now have branch offices in Phoenix, AZ and Coeur d'Alene, ID. Both of these offices were strategic moves that leveraged key staff to target specific market sectors. In the future, we plan to have branch offices in Southern California, Colorado, and Texas. These branch offices will enable us to better serve our clients in the region and to attract talented engineers and support staff from across the United States.



### New Ingredient #2: Stellar Federal/Military/DOD Resume

Dinter Engineering has been working in the federal/military arena for more than 40 years. However, in the last five years, we have added an incredible amount of successful work to our resume, including design-build and work in the Middle East. This work keeps us highly motivated, and we plan to continue building in these areas.

### New Ingredient #3: Utilize Unique Delivery Methods

The future will require creativity and efficiencies in how projects are delivered. Dinter has specialized in the design-build process for commercial, civic, and federal/military work as a project manager and part of the design team. We've also recently been performing under the CM@Risk, design-assist, and consolidated architecture-engineering firm methods.



#### Meet Rhonda Cerveri, Dinter Accounting Manager

Rhonda Cerveri has been managing our accounting, bookkeeping, HR and payroll departments since September 2009 after training for two and a half years under Dinter's former partner and accounting manager, Suzie Myres. Rhonda's 21 years of bookkeeping experience has been a great asset to the firm. She always has great music playing in her office and spends her free time reading, watching racing, and four-wheeling with her family. Rhonda can be reached via email at [rhonda.cerveri@dinter.com](mailto:rhonda.cerveri@dinter.com), or you can call her directly at 775.826.4612.

## ner | Reflecting On 50 Years Of Engineering Confidence Hackbusch, CEO



I grew up with Dinter Engineering. My father, Pete Hackbusch, started with the firm as a new recruit of Hubert Dinter's in 1977; I was only a year old. This is the only company I have ever known, since my dad worked at Dinter through my entire childhood and high school years and is president of the firm today. I started with the firm in 1994 at the ripe old age of 18 as an AutoCAD draftsman and worked with the firm through college and into my young adult years. Today, Dinter Engineering supports me, my wife, and our two kids, as well as the families of dozens of engineers, technicians, and support personnel here at our Reno headquarters and in our regional offices in Phoenix, Arizona and Coeur d'Alene, Idaho. Our team is

truly like an extended family to me, and for good reason.

If you read our lead story about Dinter Engineering's 50th anniversary, you now know the strategies, tactics, and just plain luck that have helped us reach this auspicious milestone. Nevertheless, at the end of the day, we're hard-working engineers who love a challenge and the opportunity to work with great people. That's how we engineer confidence each and every day. If we can add value to your team or your next project, please call me directly at (775) 997-9830.

## Dinter Makes A Splash With Lake Front Airport In New Orleans



Dinter is pleased to announce our participation as a sub-consultant to High Country Utilities of Oklahoma (a general contractor) on our first project in New Orleans, LA for the design/build MALS Reconstruction project at Lakefront Airport. Lakefront, located on the shores of Lake Pontchartrain, is the only full-service airport near New Orleans.

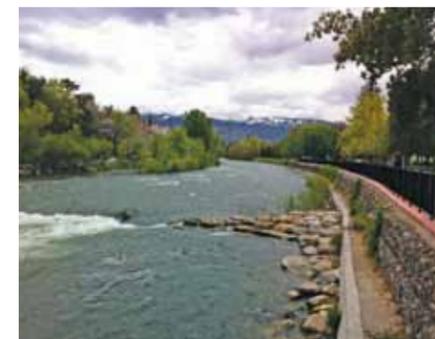
Dinter's work included general electrical

design and construction support services. We provided a new Medium-intensity Approach Lighting System with Runway Alignment Indicator Lights (MALS), including conduit infrastructure, power distribution and ship obstruction lighting, mounted on a bridge/pier with a walkway suspended over Lake Pontchartrain, where conditions are extremely corrosive due to the lake's salty water, salt spray, hurricanes, and related environmental issues. Dinter's work also included installing a new transformer and service upgrade to the Glide Slope shelter electrical power service from the airfield lighting vault.

This project was directly solicited and managed by the FAA Southwest Region as

an ARA recovery project to replace the MALS that was destroyed by Hurricane Katrina. Dinter worked closely with the FAA's Fort Worth office for MALS compliance to FAA standards while meeting the unique requirements of a high-corrosive environment and bridge mounting. In addition to close coordination with FAA, Dinter worked hand-in-hand with High Country Utilities for design/build cohesiveness and to ensure that the bid and design were in agreement and that all codes, standards, and RFP requirements were met before construction started. We are proud to be part of this project utilizing recovery ARRA funding to help improve the airport after Hurricane Katrina.

## A River Runs Through It: Truckee River Flood Management Project



The Truckee River flows from the peaks of Lake Tahoe to deserty Pyramid Lake northeast of Reno, and with any wet winter comes the potential for massive flooding. Several years ago after a very snowy winter, a conveyor of warm tropical rains known as the "Pineapple Express" caused massive snowmelt in the Sierra Nevada, and that run-off

flooded large parts of Reno during the New Year's Day Flood of 1997. Total damages in the Truckee Meadows area of Washoe County were estimated at \$1 billion. The surprise flooding ruined property and caused at least two deaths. If a similar flood hit the Truckee Meadows today, damages could top \$2 billion. With this in mind, Washoe County decided it was time to prevent future flooding that could cost the community dearly.

Dinter Engineering was hired by the Washoe County Truckee River Flood Management Project team to identify property elements, including all major utilities (power, communications, sewer, water, and gas) that were

located near to, or that cross, the Truckee River at target areas from Booth Street in Reno to Vista Boulevard in Sparks. As part of this project, Washoe County plans to restore a large portion of the river and add enhanced recreational opportunities and open space. According to the TRFMP website, this will be one of the largest public works projects ever undertaken in Northern Nevada, estimated at \$1.2 to \$1.6 billion. Although that is a steep price tag, the money it will save by preventing future flooding is even greater. Dinter Engineering is excited and proud to be a part of this vital community effort serving the greater Northern Nevada community.